

**Policy Statement #6030 (Personnel) of the Board of Education
Regarding Hiring**

- I. Purpose
 - A. To ensure that the hiring process is fair, equitable, consistent, and nondiscriminatory.
 - B. To ensure that the hiring process includes a thorough pre-employment security screening.
- II. Definition
 - A. Discrimination – conduct prohibited by federal, state, and local law that results in unfavorable treatment based on any individual’s status or perceived status in a legally recognized protected classification
- III. Policy Statement
 - A. The Board of Education prohibits discrimination in the hiring of school system employees. Accordingly, the school system will use a fair, equitable, consistent, and non-discriminatory hiring process.
 - B. The Board of Education recognizes the importance of safety and security for all students and staff, and therefore requires a thorough security screening for all candidates as part of the hiring process.
- IV. Delegation of Authority
 - A. The Superintendent of Schools is directed to develop administrative procedures to implement this policy in accordance with all local policies, and local, state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.
- V. Exceptions
 - A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.
- VI. Review
 - A. This policy will be reviewed at the end of three years, or sooner, if approved by majority vote of the Board of Education in public session.
- VII. Effective Date
 - A. This policy is effective September 19, 2024.

Personnel #6030

Adopted: 6/15/78

Revised: 7/13/06; 7/9/09; 5/10/12; 05/07/15; 5/10/18; 7/15/21; 9/19/24

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Citations

State Law: Section 6-201 of the Education Article of the Annotated Code of Maryland

State Reg.:

Related Policy

1118 Regarding Discrimination

6032 Fingerprinting Background Clearance

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